



Military & Defense

2018 - 2023
This industry in Pierce County is projected to grow **0.9% annually**

OVERVIEW

Military and defense represents a key industry in the Pierce County economy. Not including the 33,000 active duty military personnel stationed at Joint Base Lewis-McChord, the industry employs about 12,460 workers, including more than 9,000 civilians employed on-base. Notably, Pierce County's defense industry received more than \$490 million in Department of Defense contracts in 2015 alone.

Within the industry, JBLM provides a strong supply of talented workers, and programs that match transitioning military personnel with jobs seem to be effective. Commercial certification can pose a challenge to hiring, however, as highly skilled retired military personnel may not have adequate access to the necessary credentials.

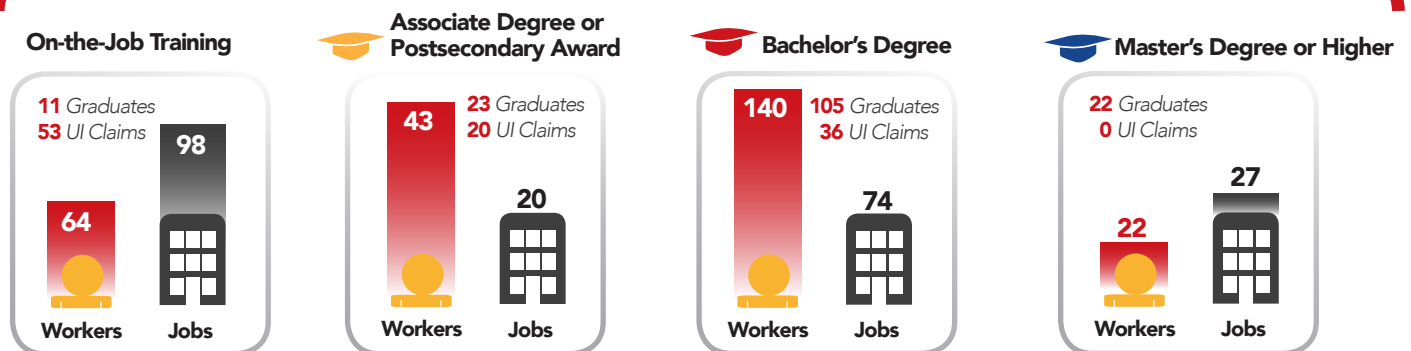
While the majority of military and defense occupations show a good balance between supply and demand for workers, employers with defense contracts face difficulty finding candidates who can pass the rigorous background checks required for security clearances. Candidates must pass both criminal and financial background checks in order to be hired, and employers report losing about half of applicants through the process.



\$ Median Annual Wage
\$57,997 - \$106,461

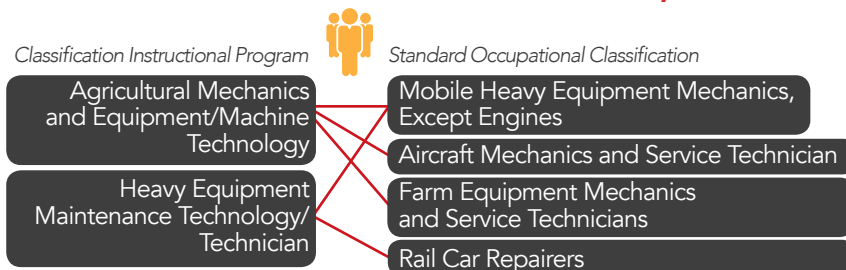
2018 - 2023
Projected Talent Supply
Unemployed: 109
Newly-Trained: 161

2018 - 2023 PROJECTIONS FOR THE PIERCE COUNTY MILITARY & DEFENSE TALENT PIPELINE



This chart outlines the annual estimate of workers and job openings by education level in Pierce County.

MATCHES FOR GRADUATES QUALIFIED TO WORK AS MOBILE HEAVY EQUIPMENT MECHANICS, EXCEPT ENGINES



JBLM provides a strong supply of qualified workers, but they many need help getting the right commercial certifications.

Qualifications and experience in one occupation may translate into opportunities in another. This is one way employers and employees manage talent surpluses and shortages.





On-the-Job Training

Annual Average Demand and Supply All Occupations by Education	Occupation Ranked by Annual Openings (2018-2023)	Employment		CAGR 2013-2023	Annual Demand and Supply, 2018-2023		
		2013	2023		Scale: 0 - 37 annual openings in sector	Gap	
	1 Business Operations Specialists, All Other	2,335	2,567	1.0%	Demand 26	Supply 5	(22)
	2 Information and Record Clerks, All Other	791	816	0.3%	Demand 17	Supply 0	(17)
	3 Mobile Heavy Equipment Mechanics, Except Engines	548	618	1.2%	Demand 16	Supply 31	15
	4 Healthcare Support Workers, All Other	678	750	1.0%	Demand 9	Supply 5	(5)
	5 Procurement Clerks	191	192	0.1%	Demand 9	Supply 4	(4)
	6 Purchasing Agents, Except Wholesale, Retail, and Farm Products	485	544	1.2%	Demand 7	Supply 4	(2)
	7 Human Resources Assistants, Except Payroll and Timekeeping	350	370	0.6%	Demand 5	Supply 0	(5)
	8 Motor Vehicle Operators, All Other	160	184	1.4%	Demand 2	Supply 2	0
	9 Plant and System Operators, All Other	58	59	0.2%	Demand 1	Supply 5	4

Associate Degree or Postsecondary Award

Annual Average Demand and Supply All Occupations by Education	Occupation Ranked by Annual Openings (2018-2023)	Employment		CAGR 2013-2023	Annual Demand and Supply, 2018-2023		
		2013	2023		Scale: 0 - 19 annual openings in sector	Gap	
	1 Aircraft Mechanics and Service Technicians	303	307	0.1%	Demand 9	Supply 16	7
	2 Electrical and Electronics Repairers, Commercial and Industrial Equipment	171	194	1.3%	Demand 4	Supply 3	(1)
	3 Life, Physical, and Social Science Technicians, All Other	76	81	0.8%	Demand 3	Supply 0	(3)
	4 Air Traffic Controllers	45	44	-0.2%	Demand 2	Supply 0	(2)

Bachelor's Degree

Annual Average Demand and Supply All Occupations by Education	Occupation Ranked by Annual Openings (2018-2023)	Employment		CAGR 2013-2023	Annual Demand and Supply, 2018-2023		
		2013	2023		Scale: 0 - 26 annual openings in sector	Gap	
	1 Management Analysts	1,180	1,507	2.5%	Demand 22	Supply 17	(5)
	2 Computer Occupations, All Other	414	406	-0.2%	Demand 7	Supply 14	7
	3 Tax Examiners and Collectors, and Revenue Agents	297	324	0.9%	Demand 7	Supply 3	(4)
	4 Logisticians	476	476	0.0%	Demand 6	Supply 12	5
	5 Social Workers, All Other	291	319	0.9%	Demand 5	Supply 9	3
	6 Budget Analysts	147	144	-0.2%	Demand 5	Supply 7	2
	7 Teachers and Instructors, All Other	349	380	0.9%	Demand 4	Supply 6	2
	8 Occupational Health and Safety Specialists	240	263	0.9%	Demand 3	Supply 3	(0)
	9 Engineers, All Other	164	172	0.5%	Demand 3	Supply 6	3
	10 Social Scientists and Related Workers, All Other	130	125	-0.4%	Demand 3	Supply 5	2

Master's Degree or Higher

Annual Average Demand and Supply All Occupations by Education	Occupation Ranked by Annual Openings (2018-2023)	Employment		CAGR 2013-2023	Annual Demand and Supply, 2018-2023		
		2013	2023		Scale: 0 - 26 annual openings in sector	Gap	
	1 Physicians and Surgeons, All Other	751	842	1.2%	Demand 13	Supply 0	(13)
	2 Psychologists, All Other	226	220	-0.3%	Demand 6	Supply 22	16
	3 Dentists, All Other Specialists	84	90	0.7%	Demand 3	Supply 0	(3)
	4 Health Diagnosing and Treating Practitioners, All Other	205	223	0.8%	Demand 3	Supply 0	(3)